

APR 13 2006

April 10, 2006

Honorable Louis Abrams, Chairperson  
Charter Commission, County of Kauai  
4444 Rice Street, suite 235  
Lihue, HI 96766

Re: Proposed Charter Amendment #11, Salary Commission

Dear Chair Abrams and Members of the Charter Commission:

Proposed Charter Amendment #11 states that the recommendations of the Kauai County Salary Commission would be effective unless vetoed by 5 of 7 members of the Kauai County Council. This letter is fully in support of this proposed Charter Amendment.

While I have worked in the private sector for a number of years, I believe that we need to have the same structure in government as the private sector for compensation of the Department heads and their Deputies. These two positions should have salaries that are higher than the highest staff member. These two positions have greater responsibility for both management of people and accomplishment of a variety of tasks/events/duties. I cannot believe that you would find the current government inverse situation anywhere in the private sector. It would be demotivating and would result in managers leaving the positions or the positions not being filled.

We need to have dedicated people work in the public sector and we need to compensate for these positions. We also need to have the opportunity for staff to move to the Director and Deputy Director positions and not have a reduction in salary. We need an independent Salary Commission to weigh the various aspects of the jobs and the market place. This can become reality if you will place Proposed Charter Amendment #11 on the ballot in November.

Sincerely,



Barbi Shinno

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5/3/06